



REPLY TO
ATTENTION OF:

CESPD-EE

DEPARTMENT OF THE ARMY
SOUTH PACIFIC DIVISION, CORPS OF ENGINEERS

333 Market Street, Room 923
San Francisco, California 94105-2195

12 MAY 2003


**SOUTH PACIFIC DIVISION POLICY ON EQUAL EMPLOYMENT OPPORTUNITY
AND DIVERSITY**

I am committed to furthering the goals and objective of the U.S. Army Corps of Engineer's (USACE) Equal Employment Opportunity Program within the South Pacific Division and its various districts. Our EEO Program, implemented in accordance with Federal law and government-wide regulations, prohibits illegal discrimination based upon race, color, religion, gender (to include sexual harassment), national origin, age (40+), physical and mental disability, and reprisal for involvement in protected EEO activity.

EEO is an inseparable part of sound leadership and will be practiced on a daily basis by all those possessing leadership responsibilities. Actions affecting employees will be based upon merit and fair treatment. EEO principles will be considered in all leadership decisions to include hiring, promotions, details, training, awards, developmental assignments, performance evaluations and disciplinary actions, among others.

I expect the active participation of every leader, and the cooperation of all team members, as we strive towards our mutual goal of a highly qualified and effective work force. Affirmative Employment is designed to acquire, develop and retain a highly qualified workforce at all grade levels to reflect our nation's diversity. We have made significant progress developing a diverse workforce and we must continue to build on this success. Particular attention will be given to meeting affirmative employment goals at the higher grade levels, where traditionally these individuals have not been well represented. Both management officials and employees will actively participate in EEO training, Consideration of Others and diversity training throughout the region, and are encouraged to participate in our EEO sponsored Special Emphasis activities. EEO, affirmative employment, special emphasis activities, and our EEO complaint system are essential to the empowerment of all team members and crucial to the accomplishment of our mission.

Our EEO program seeks to foster an enlightened and diversified workforce, which nurtures the dignity and self-worth of all of its members. I expect your personal commitment in helping to make this objective a reality.


JOSEPH SCHROEDEL
COL (P), EN
COMMANDING

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